



Friday 9 October 2020

Mr Nick Player  
Industrial Officer  
Public Service Association of NSW  
160 Clarence Street  
SYDNEY NSW 2000

Dear Mr Player,

I acknowledge receipt of your correspondence dated 28 September 2020 and note that the Public Service Association of NSW ("PSA") has requested that the Public Service Commission ("PSC") create two additional Clerk Grade 11/12 roles in the Workforce Inclusion and Experience area and that one of these roles be Aboriginal-identified.

Public Service Commissioner Lo has considered these requests and requested that I respond to you on her behalf.

*Request for additional staff*

As you are aware, the PSC's recent organisational review process narrowed the PSC's strategic focus areas from six to four key areas, and one of the new key focus areas is "Inclusive, ethical public sector". The organisational structure of the PSC has been redesigned to reflect these narrowed focus areas. The restructure will also remove the silos and duplication present in the previous organisational structure and has been developed with a focus on empowering employees with decision making at lower levels. The efficiencies created by this narrowed focus and restructure have resulted in a reduction of the number of Clerk Grade 11/12 and 9/10 roles at the PSC.

The Workforce Inclusion and Experience branch is responsible for leading implementation for the PSC's "Inclusive, ethical public sector" strategic focus area. This branch will work on matters such as Aboriginal employment, employment of persons with a disability, gender equality, cultural diversity, intersectionality and LGBTIQA+ inclusion and employment. At this stage, the PSC intends that there will be two Clerk Grade 11/12 roles in this team, with one responsible for "Inclusion" and one responsible for "Experience". It is expected that there will be nine Clerk Grade 9/10 roles in the "Workforce Inclusion and Experience" team to support the work of the two Clerk Grade 11/12 employees. The PSC is presently of the view that the number of roles in the team will be sufficient to complete the work and accordingly, it is not currently minded to increase the number of roles in the team.

*Request for additional Aboriginal-identified role*

The PSC is committed to the employment of Aboriginal and Torres Strait Islanders in its workforce, including in leadership roles, and the NSW Public Service more generally. As part of this commitment, the PSC is focused on achieving the Premier's Diversity Priority of doubling the number of Aboriginal senior leaders in the NSW public sector and increasing Aboriginal representation in each non-executive salary classification to 3% by 2025.

As you are aware, it is the PSC's current intention that one of the two Clerk Grade 11/12 roles in the Workforce Inclusion and Experience branch will be an Aboriginal-targeted role. Designating the role as an Aboriginal-targeted role ensures that priority is given to Aboriginal and Torres Strait Islander candidates.

The PSC has considered your request for the creation of an additional Aboriginal-identified Clerk Grade 11/12 role in the Workforce Inclusion and Experience branch. Given the PSC's current view is that no additional Clerk Grade 11/12 roles are required in the Workforce Inclusion and Experience Branch, it is not presently minded to include an additional Aboriginal-identified Clerk Grade 11/12 role in the branch.

The PSC is, however, committed to maintaining the two existing Aboriginal-identified Clerk Grade 9/10 roles in the new structure and, as a reflection of the PSC's commitment to Aboriginal employment, will be creating a new Aboriginal-identified Clerk Grade 7/8 role in the Workforce Inclusion and Experience Branch.

The PSC is open to having further discussions with the PSA about the employment of Aboriginal and Torres Strait Islanders within the PSC and the public service more generally.

#### *Joint Consultative Committee*

In relation to the Joint Consultative Committee ("JCC"), the PSC agrees for monthly meetings to occur over the next six-months, with a view to those meetings occurring on a bi-monthly basis thereafter. As was agreed at the meeting of 24 September 2020, the PSC can convene meetings more frequently if the need arises.

The PSC looks forward to receiving the PSA's feedback on the other terms in the draft terms of reference.

#### *Staff Wellbeing*

As you are aware, the wellbeing of our employees is of the upmost importance. We are currently seeking feedback from our staff via a survey to inform our Mentally Healthy Workplace Strategy. We will share a summary of the results of this survey with staff and the PSA once the responses have been analysed.

We will also ensure our Directors and people managers continue to have proactive discussions with their staff about workload and continue to actively monitoring recreation leave balances and flex leave balances. We welcome any suggestions that the PSA has about how the PSC's monitoring of recreation and flex leave balances could be improved.

Yours sincerely,



Josh Faulkner

Manager, People and Engagement